

## GOVERNANCE RE-DESIGN

### FORWARD

In fall 2022, President Gutierrez formed an ad hoc task force to assess the current governance structure at Hartnell College, review the governance structure re-design presented in 2021/2022, and provide recommendations for a new governance model.

To guide the process, the following questions were guiding principles for the task force:

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## COUNCILS AND OVERSIGHT

The Hartnell College Council focuses on issues affecting the entire college and can generate requests for the councils.

Councils work independently and only need to bring action items to the HCC for initiatives affecting the entire district.

Following protocols of AP 2510, council recommendations will normally be accepted by the superintendent/president. Only in exceptional circumstances and for compelling reasons will a recommendation not be accepted. If a recommendation is not accepted the superintendent/president shall promptly communicate the reason to the appropriate council in writing.

Any council retains the right to form ad hoc committees, as needed, for special circumstances or situations. Ad hoc committees are at the discretion of each council, based on a majority vote from the council membership. Ad hoc committees should include (but are not limited to) existing council members. Outside members should be approved by the appropriate constituency group.

Any action items by the councils should be reported to appropriate stakeholders after approval.

## MEMBERSHIP

All councils have tri-chairs (one administrator, one faculty, one staff) who will determine the agenda for each council and oversee meetings.

All councils have membership reflecting equal representation between administrators, faculty and staff. Council membership is designed to best serve the focus of each council.

Final membership of each council and subcommittee will be determined by each constituent group (administrator, faculty and staff). Unless designated to a council by de facto role (College Superintendent, CSEA President, Academic Senate President, etc.), and absent constituency group criteria for member selection/eligibility (e.g. bylaws, collective bargaining agreement, etc.), it is recommended that members should be elected by their constituent group via a democratic and transparent election process.

All councils have student representation. In Model #1, councils will have one student representative from each Meta Major (five students per council). In Model #2, councils will have four students per council, each representing a different Meta Major. Students



The Governance councils should review and update their purpose statement and responsibility sections of the handbook every five years.

The Governance councils should evaluate their own progress and success every two years.

After a starting period of three years, the Governance councils may request the Hartnell College Council review the new governance model to make necessary adjustments. HCC will first use equity as a guiding priority before reducing the number of members on councils or the voting standards to pass measures.

### SHARED GOVERNANCE COMMITMENT TO GUIDED PATHWAYS

To help instill Guided Pathways into the shared governance structure at Hartnell College, all college councils and their subcommittees will use the "[Four Pillars of Guided Pathways](#)" to direct initiatives and policy making.

All college councils and their subcommittees will have the following charge for their individual handbooks.

*The (name of council/subcommittee) is dedicated to providing student-centered decision making in all we do. The Four Pillars of Guided Pathways direct all initiatives:*

- *How can we contribute to creating clear curricular pathways for students leading to employment and further education?*
- *How can we help students choose and enter their pathway?*
- *How can we foster an environment where students stay on their path?*
- *How can we ensure that learning is happening with intentional outcomes?*

At the start of each meeting, it is recommended a member of the council or subcommittee will read the charge to group members as a way to center and ground upcoming discussions through a deliberate Guided Pathways focus.



# Four Pillars of Student Pathways

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